COMMONWEALTH



Office of Diversity Equality and Training



The Office of Diversity, Equality, and Training (ODET) is responsible for the development and implementation of policies, procedures, and programs to promote and monitor statewide workforce management in the areas of equal employment opportunity, affirmative action, retention, inclusion, and diversity. ODET, actively strives for a more diverse work environment and works with all executive branch agencies to increase diversity and cultural sensitivity among state employees. ODET also serves as the centralized resource for the education, training and development of state employees and agencies. Our instructor led classes, online courses, certificate programs, consultation services and other statewide programs are provided to support the agencies we serve in their mission to grow and develop employees of all types. We offer a variety of training and development programs to assist state employees of all levels with leadership skills, individual performance, skill building, and career development. Many of the courses offered, are designed not only to help employees meet minimum qualifications for advancement, but also to build the skills, competencies and sensibilities necessary to grow, learn, lead and serve the Commonwealth in a variety of different influential and leadership roles.

ODET is located at the Kentucky State Office Building, 501 High Street, 1st Floor, and Frankfort, KY 40601. For more information, contact: Tiffany N. Yeast, Executive Director, Office of Diversity, Equality and Training.

This administrative manual provides a guide for Commonwealth of Kentucky State agency employees to train and maintain a qualified workforce using the Commonwealth University Learning Management System commonly referred to as CommonwealthU.

Manager Guide

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System Requirements

There are no hardware requirements, no software maintenance and no network administration required.

Minimum Desktop Requirements:

• Browser Versions Supported Include:

- Internet Explorer 11
 - Internet Explorer 11 works best with MyPURPOSE, lower versions of IE will not be compatible. You must have pop up blocker turned off.
- Firefox 4 and above
- Safari 8 and above
- Opera 27 and above
- Microsoft Edge
- Google Chrome
 - Google Chrome also works well with MyPURPOSE- the pop up blocker must be turned off and the Flash player enabled.

Browser Compatibility Settings and Security Requirements:

- Cookies and JavaScript are REQUIRED to be enabled.
- Pop-up blocker must be disabled for the Cornerstone Application

Plug-ins

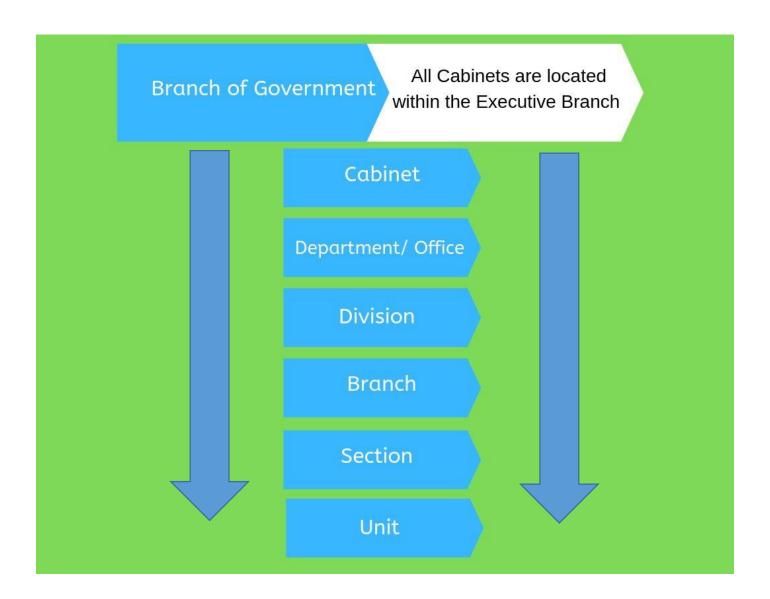
The Performance and Succession platforms require Adobe Acrobat Reader to view reports that export to PDF. Adobe Acrobat Reader is also required to view training completion certificates. Additional plug-ins may be need to be enabled for users to access e-learning courses hosted on Cornerstone, such as Shockwave, Java, etc.

Mobile Device

 Mobile applications are available on devices running iOS 8 and above and Android 4.4 and above. Additionally Cornerstone is mobile browser accessible through Windows Phone 8 and above, iOS 8 and above, and Android 4.4 and above.

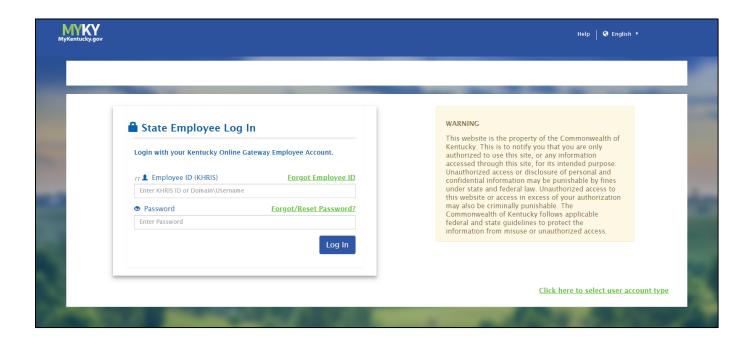
Organization Breakdown in MyPURPOSE

The organizational breakdown in MyPURPOSE is structured very similar to the organization breakdown within KHRIS. Administrators and Coordinators will have the ability to select availability for Learning Objects based on the break down.



Logon Issues

All password resets/ logon issues should go through the KOG helpdesk (Kentucky Online Gateway). ODET no longer has the ability to do password resets for production. If the user receives the screen below they will need to use the Employee ID and the password that they log into their workstation with.



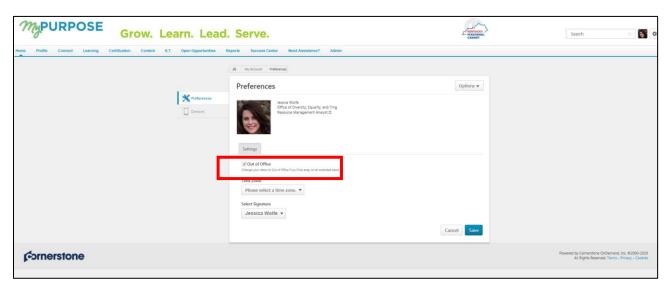
Locating Personal Preferences and Setting Out of Office

Learners and Managers have the ability to edit their personal preferences and set their "Out of Office" in MYPURPOSE. Select this option to indicate that you are out of the office or absent for an extended leave. If the "Out of Office" functionality is checked and the user is a manager/approver with training requests to approve, the approval request is routed to the next person in the approval chain (if the approval process is required).

1. To set the "Out of Office" setting from the homepage select "Settings Icon." From the drop down menu select "My Account."



2. On the Preferences screen you will be able to update information, including your Time Zone, E-signature font and the "Out of Office" status. To enable the "out of office feature add a check mark in the indicator box. Select save.



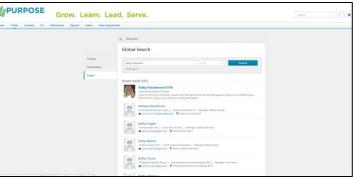
The out of office feature is now enabled. If the user is a manager and this option is enabled, all request from their employees will be directed to the next line supervisor, including pending requests. Managers that will be out on an extended leave, must enable this option within the system.

Locating a User Transcript

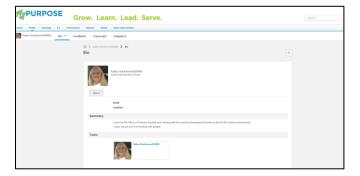
Locate the **Global Search in the upper right corner of the screen**. **Enter** the name or user id that you would like to find. (Once you have searched for the name of the user, you will need to change the filter to People)



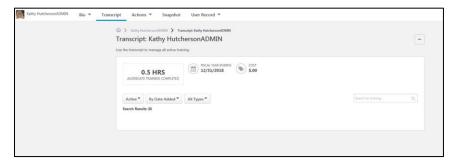
1. Global Search will return matching results under the **People tab**. **Select the user's name**.



2. To review the User Record, **select the User Name hyperlink**. Once selected, this will pull up the Universal Profile. The Universal Profile screen will show the general information from the account.

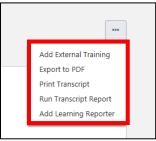


- 3. To view the user's transcript, **select Transcript** at the top of the page.
- 4. The Transcript page will show all completed and registered trainings. Trainings that have been completed will show at the top of the screen with total hours.



Locating a User Transcript

5. Training Transcripts can be exported to PDF by **selecting the ellipsis"..." tab**.



From the drop down menu the options below will appear:

- Add External Training- This option will allow you as a Training Coordinator to add a self-reported training to another user's transcript.
- When to enter External Training
 - External training should only be used for users that attended a training from an outside agency.
 - Trainings that are conducted by ODET should not be entered in as External Training. This
 includes CSE training classes.
 - Employees have the ability to record their own External Training. Managers must approve
 the training before it is completed on the transcript.
- Export to PDF- This option will allow the transcript to be reported to a PDF file. Each page
 of PDF must be printed individually. ONLY EVENTS will show on the PDF.
- **Print Transcript-** This option will print the training transcript.
- Run Transcript Report- This option will allow Coordinators and Admins to run a report
 exported out in to EXCEL. This option will pull up a report page, you must enter in the
 criteria that is desired. You must leave sessions off of the report to get an accurate amount
 of training hours.
- 6. From the Universal Record, there are several different options. The Snapshot tab will show you an overview of how many badges or points a user has earned. (Completions of trainings will allow users to earn badges or points to showcase on their profile.)



7. To Exit the user profile, **select My Purpose at the top of the screen**.

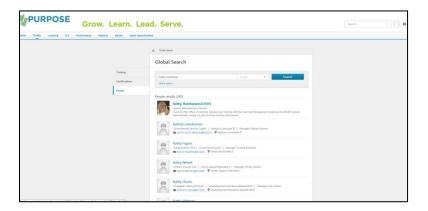
Archiving a Training on User Transcript

Many times users may have training that no longer applies on their transcript. Users and Managers have the ability to archive the training to the transcript. This will still keep the record of the completed training, however it will remove it from the active transcript. To archive a training:

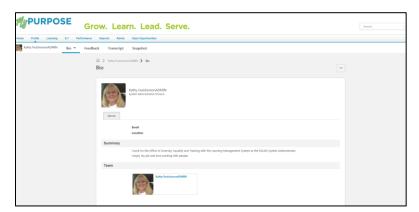
1. Locate the Global Search in the upper right corner of the screen. Enter the name or user id that you would like to find.



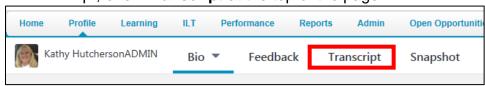
2. Global Search will return matching results under the **People tab**. Click on the user's name.



3. To review the User Record, **click on the User Name hyperlink**. Once clicked, this will pull up the Universal Profile. The Universal Profile screen will show the general information from the account.



4. To view the user's transcript, click Transcript at the top of the page.



Archiving a Training on User Transcript

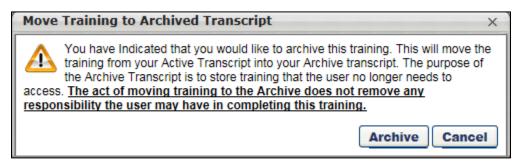
5. Once on the transcript the Active trainings will show. Trainings can be moved to an archived state by click on view training details.



6. The Training details screen will show specific information regarding the entry on the users transcript. In the top right Admins and Coordinators should have the option to Move to Archived Transcript. Click Move to Archived Transcript.



8. A system message will appear to confirm the move to the Archived Transcript. Click archive. Users will no longer see this on their Active Transcript. Please note that this does not remove the training from the users record, it moves it to an archived state.

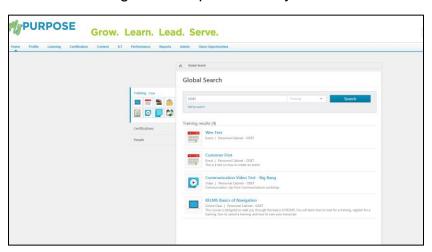


Searching for a Learning Object from the MyPurpose Homepage

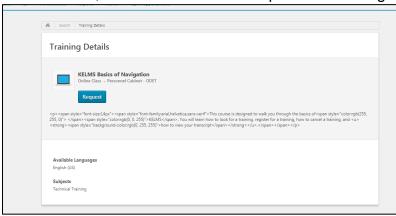
1. To search for a Learning Object, select the Global Search Box.



2. Type in the name of the training. This will pull back any matches.



3. By selecting the course tile, users will be able to request the training from this page.

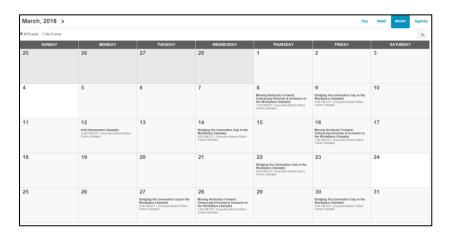


Using the Learner Event Calendar

Learners also have the ability to view upcoming training, using the Event Calendar will allow a quick glance at upcoming dates.

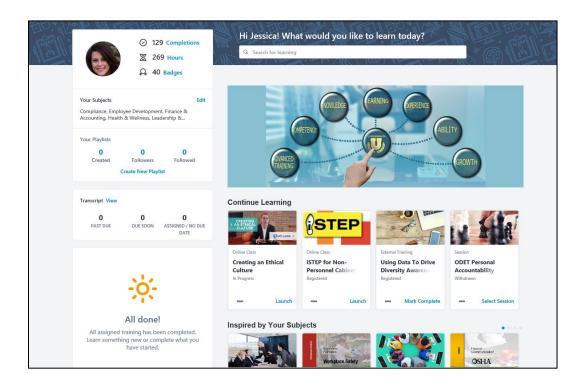
To access the Event Calendar hover over Learning> select Event Calendar.

A calendar view will show all upcoming training dates. Users will be able to select from the date or can switch over to an agenda view.



Learner Homepage

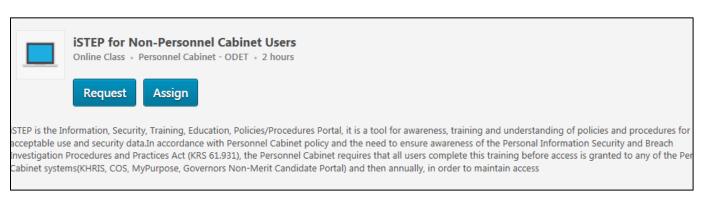
The Learner Homepage allows users to have a quick glance at their transcript, subjects and more. The learner homepage is designed to give users suggestions for training opportunities, and allow for a detailed search for upcoming training events.



Requesting Training

MyPurpose is designed to allow users to enroll themselves for a variety of different learning objects. When a learner requests a session or course, an email notification is then sent to the manager requesting approval to attend/complete the training. Managers also have the ability to assign training to their direct reports. As training administrators and coordinators we should be encouraging learners and managers to navigate in the system to enroll or assign training.

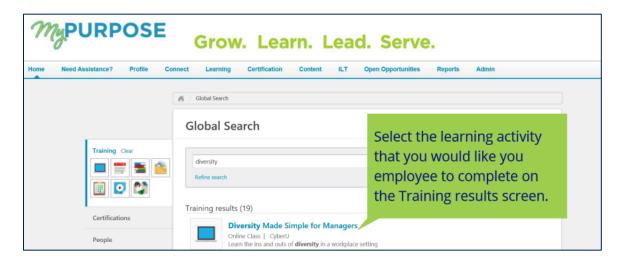
In the picture below you will notice that there is both a request and assign option. The assign
option here will not assign the training to users. By clicking assign you are looking at those
users that directly report to you. This is how managers would assign training to their
employees.



Assigning Training

As a manager, you may want to assign a learning activity to an employee. CommonwealthU makes it easy.

1. To begin, search for an activity through the global search or learner home page. Type in the name of the activity or a key word in the search bar.

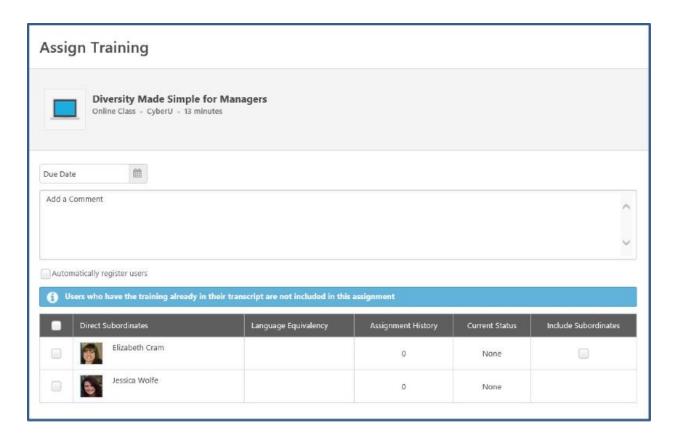


2. Training Details- here managers will be able to either request to attend the training themselves, or have their employees attend the training. This will only assign the training to those users that directly report to you.



Assigning Training

3. Managers will be able to see their direct reports on the Assign Training screen.



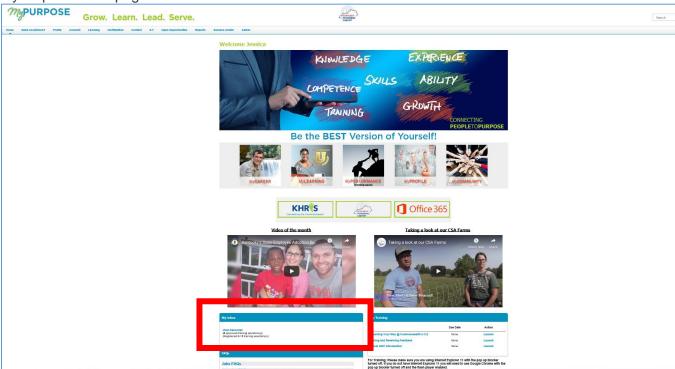
If the training is a part of this year's performance plan for the employee. You could select the end of the year as the due date. The comments section will allow you to enter a note that the employee will see with the assignment. It is recommended that you have a conversation with the employee prior to assigning the training. Assigning the training would serve as a follow up to that conversation. Next, select the subordinates that you wish to attend the training, you can select indirect subordinates if you wish. Select submit when you are finished this assignment is now complete. When your employee launches CommonwealthU, the event will show up in their due soon section.

Approving Training

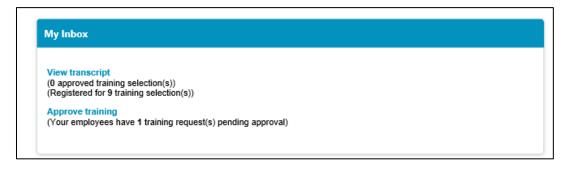
To approve training request for employees, managers must log into MyPurpose. There are two locations that training can be approved.

From the MyPurpose Homepage

1. On the MyPurpose homepage, users will find the inbox widget. To locate this widget, scroll down on the MyPurpose homepage.

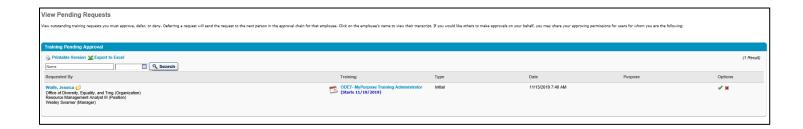


This widget will show any pending approvals that your employees have requested. By selecting Approve Training, managers will have the opportunity to approve or deny the training request.



 Once the manager selects the Approve Training option, the screen will refresh to the View Pending Request page. Here, managers will have the ability to view the request that was submitted and select if the training will be approved or denied. Once the option has been selected, the system will prompt the manager to add any additional comments.

Approving Training



PLEASE NOTE: The Inbox Widget will only display the most recent requests. If a training request does not appear in the Inbox please review the second location for approving training request.

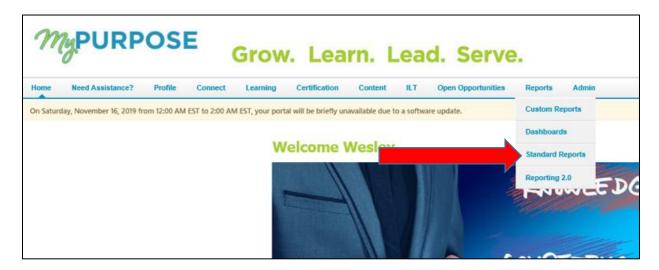
Using Reports to Approve Training Request

1. From the MyPurpose homepage, managers will need to select the tab titled Reports.

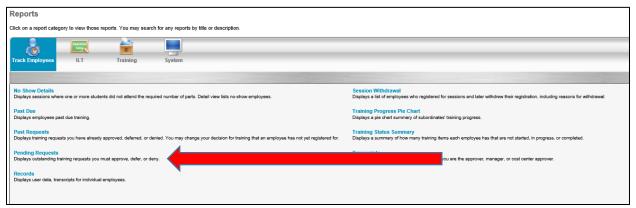


2. From the Reports drop down, the manager will need to select the option Standard Reports.

Approving Training



3. From the Standard Reports screen, managers will have the Track Employees tab. This tab contains several reports available for managers. To approve Training requests, managers will need to select Pending Requests.



3. The screen will refresh to the View Pending Request page. Here managers will have the ability to view the request that was submitted and select if the training will be approved or denied. Once the option has been selected the system may prompt the manager to add any additional comments.



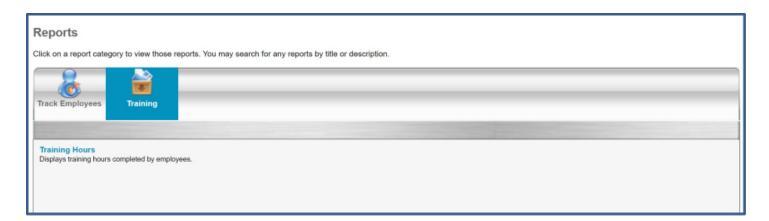
Manager Reports

Standard Reports allows managers to gather general information regarding training data. The Standard Reporting Tool will allow you to create, run and schedule reports to view agency progress. To use a Standard Report, it is important to know how to use filters and parameters to retrieve the needed information.

1. MyPurpose Homepage, Managers will have an additional tab titled Reports. From the drop down menu managers can select standard reports to retrieve more information regarding their employees training records.

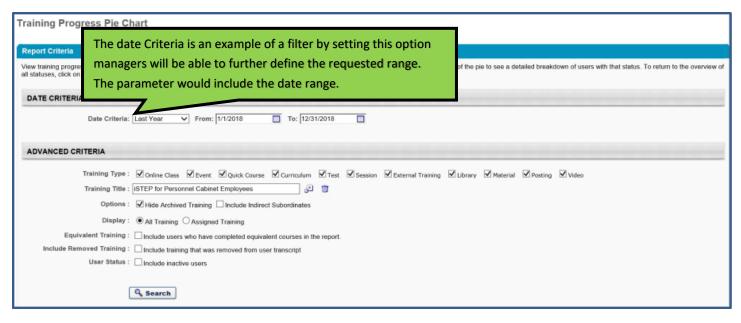


2. Select Reports first- then select Standard Reports. Make sure you are on the Track Employees screen. There are a variety of reports available to you as a manager. We've highlighted some of the most beneficial in the next 3 lessons. To being select the report that you would like to learn more about.



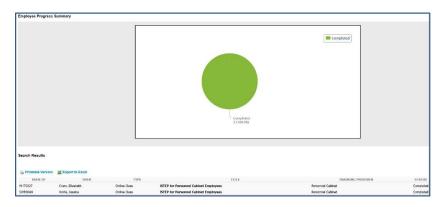
Manager Reports- Training Progress Pie Chart

1. As a manager there may be times you need to check all employees' status regarding a specific course. You can do that using the Training Progress Pie Chart.



The advanced criteria will allow managers to further determine what information pulls back in the report. The following options will need to be configured:

- Training Type: this will pull back any learning object in the system that includes the training title.
- Training Title: Managers will be able to select an individual training title to report on. This will allow managers to report on their employee's completion of a specific training.
- Display: By selecting the all training option this will include any user that directly reports to the manager, with the training on the transcript.
- Equivalent Training-By selecting this option managers will also see any training that is the equivalent.
- Include Removed Training: This will show any user that has removed the training from the transcript.
- User Status: By selecting the user status managers will be able to report on users that are active or inactive in the system.
- 2. Once the report has processed managers will receive information regarding their direct reports. This data can also be exported to an excel spread sheet



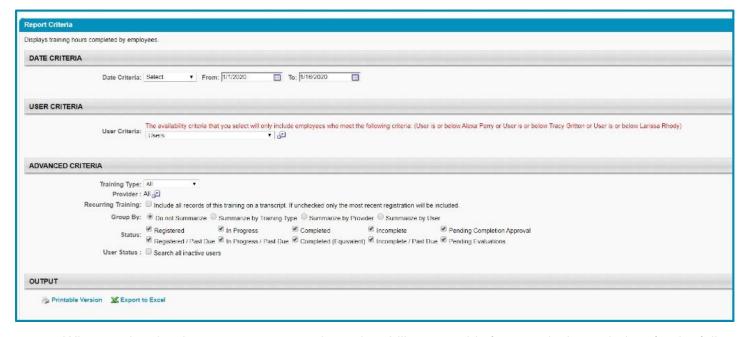
Manager Reports- Transcript Report

3. As a manager you will have the responsibility to view your employees training transcripts. The Transcript Report will allow managers the ability to review each of their employees training.

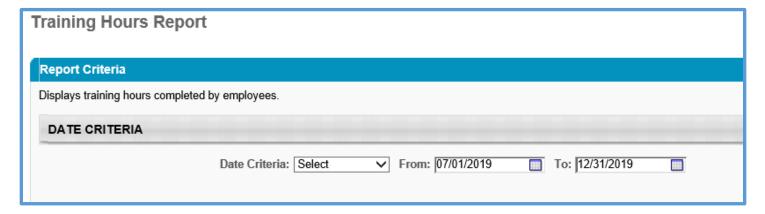


Training Hours Report

Managers will have access to the Training tab located under Standard Reports. This tab will allow managers to access the Training Hours Report. This report will display the total number of training hours completed by their direct reports.

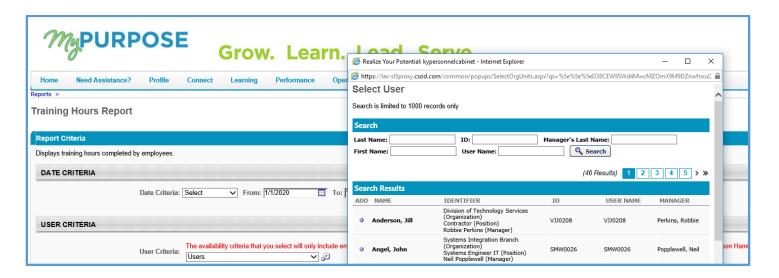


1. When setting the date range managers have the ability to set this for a particular period, or for the full year. The drop down filter will provide a full list of options.

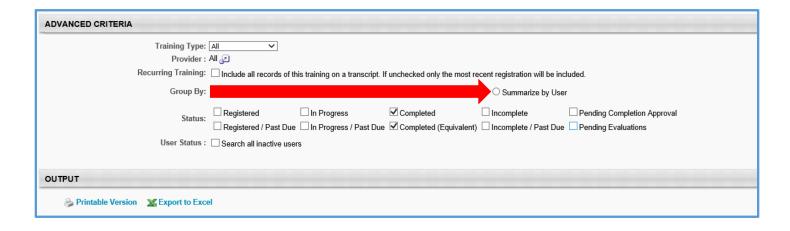


Training Hours Report

2. Managers will have the ability to see their direct reports by setting the user criteria field to "Users." Once this has been set managers can then use the call out icon to select which employee to view.



3. Under the Advanced Criteria option managers will need to leave the Training Type set to all, and Provider set to all. This will allow all training to be pulled into the report. The Group By option can be set to summarize by user. If only the completed training is desired all statues will need to be removed except for completed. Once set managers can export to Excel.



Issue Resolution

<u>Training Administrators are the first point of contact for Training Coordinators, and users at agencies</u>

- The TFS ticket system is designed to allow users to report any technical issue that they
 may have while in the system.
- TFS tickets should not be logged for agency specific questions. These questions should be fielded by coordinators and administrators.
- TFS site can be accessed through MyPurpose. Once the TFS Site has populated, users are encouraged to provide as much detail as possible regarding the issue they are experiencing.

